ICMA CODE OF ETHICS

The ICMA Code of Ethics was adopted by the ICMA membership in 1924, and most recently amended by the membership in May 1998.

The purposes of ICMA are to enhance the quality of local government and to support and assist professional local administrators in the United States and other countries. To further these objectives, certain principles, as enforced by the Rules of Procedure, shall govern the conduct of every member of ICMA, who shall:

Be dedicated to the concepts of effective and democratic local government by responsible elected officials and believe that professional general management is essential to the achievement of this objective.

Affirm the dignity and worth of the services rendered by government and maintain a constructive, creative, and practical attitude toward local government affairs and a deep sense of social responsibility as a trusted public servant.

Be dedicated to the highest ideals of honor and integrity in all public and personal relationships in order that the member may merit the respect and confidence of the elected officials, of other officials and employees, and of the public.

Recognize that the chief function of local government at all times is to serve the best interests of all people.

Submit policy proposals to elected officials; provide them with facts and advice on matters of policy as a basis for making decisions and setting community goals; and uphold and implement local government policies adopted by elected officials.

Recognize that elected representatives of the people are entitled to the credit for the establishment of local government policies; responsibility for policy execution rests with the members.

Refrain from all political activities which undermine public confidence in professional administrators. Refrain from participation in the election of the members of the employing legislative body.

Make it a duty continually to improve the member's professional ability and to develop the competence of associates in the use of management techniques.

Keep the community informed on local government affairs; encourage communication between the citizens and all local government officers; emphasize friendly and courteous service to the public; and seek to improve the quality and image of public service.

Resist any encroachment on professional responsibilities, believing the member should be free to carry out official policies without interference, and handle each problem without discrimination on the basis of principle and justice.

Handle all matters of personnel on the basis of merit so that fairness and impartiality govern a member's decisions, pertaining to appointments, pay adjustments, promotions, and discipline.

Public office is a public trust. A member shall not leverage his or her position for personal gain or benefit.
City of Augusta, Maine

Fiscal Year 2017
Budget

City Council

David Rollins ................................................................. Mayor
Linda J. Conti ................................................................. Councilor, Ward 1
Derek M. Grant ................................................................. Councilor, Ward 2
Patrick E. Paradis ............................................................. Councilor, Ward 3
Anna D. Blodgett ............................................................... Councilor, Ward 4
Jeffrey M. Bilodeau .......................................................... Councilor, At-Large
Dale McCormick ............................................................... Councilor, At-Large
Cecil E. Munson ............................................................... Councilor, At-Large
Marci A. Alexander .......................................................... Councilor, At-Large

******

William R. Bridgeo ......................................................... City Manager
City of Augusta, Maine

Fiscal Year 2017
Budget

Management Team

Raphael St. Pierre .......................................................... Assistant City Manager
Roger Audette ............................................................ Fire Chief
Lesley Jones ............................................................... Public Works Director
Earl Kingsbury ........................................................... Civic Center Director
Leif Dahlin ................................................................. Community Services Director
Matthew Nazar ........................................................... Development Services Director
Robert Gregoire ........................................................ Chief of Police
City of Augusta
Organizational Structure
(Excluding School System & Boards)
-FY 17 PROPOSED-

City Council

City Manager
William Bridgeo
(1.8)

Finance & Administration
Ralph St. Pierre
(21.0)

Community Services
Leif Dahlin
(31.07)

City Services
Matt Nazar
(20.30)

Police
Robert Gregoire
(59.13)

Fire
Roger Audette
(54.0)


Fire Suppression

Police Officers (43.0)

Support Staff and Parking (7.13)

Dispatch (9.0)

Administration

Economic Development (2.2)
Keith Luke

Engineering (1.0)
Lionel Cayer

Planning (2.8)

Facilities & Systems (7.7)
Robert LaBreck

Airport (4.0)
John Guimond

Code Enforcement (2.6)

Administration (2.0)

Fort Western (1.5)
Linda Novak

Liethgow Library (12)
Betsy Pohl

Recreation (1.35)
Bruce Chase

Health & Welfare (2.95)
Sara Russell

Parks/Cemeteries (8.32)
Charlie McCann

Childcare (4.85)
Karen Hatch

Finance Administration (1.5)

City Clerk/Tax Collector (7.5)
Barbara Wardwell

Human Resources (3.0)
Barbara Gabri

Audit (2.0)
Tracy Roy

Assessor (2.0)
Lisa Morin

Information Serv. (5.0)
Fred Kahl

Civil Center
Earl Kingsbury
(15.90)

Admin/Box Office
Renee St. Jean

Assistant Director
Margaret Noel

Physical Plant
Stan Byrne

Food and Beverage
Tracy Thompson

Public Works (45.18)
Lesley Jones

Hatch Hill (6.33)

Central Garage
Scott Kenoyer (7.60)

Streets (30.52)
Jerry Dostie

March 2016 ( ) = Full-time equivalent positions (Does not include seasonal and intermittent part-time employees.)

Fire Department total includes four (4) grant funded positions.
# City of Augusta
## FY 2017 Budget

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PUBLIC SAFETY DIVISION
Police Department
Fire Department
Civil Emergency Preparedness

PUBLIC WORKS
Administration
Streets
Snow Removal
Waste Removal

UTILITIES

INSURANCE AND RETIREE BENEFITS

SERIAL BONDS AND NOTES

RESERVE AND CASH CAPITAL IMPROVEMENTS

COUNTY TAX

EDUCATION

ENTERPRISE FUNDS
Civic Center
Hatch Hill Waste Facility
Airport
Childcare

INTERNAL SERVICE FUNDS
Central Garage